January 2010

Bargaining Update

Summary of Key Alberta Labour Activity

Bargaining Update provides a summary of key labour settlements and disputes, economic trends and other factors or events relevant to the Alberta labour scene.

Government of Alberta

Alberta

Freedom To Create. Spirit To Achieve.

Bargaining Update

Introduction

Bargaining Update provides information about the unionized workforce, primarily in Alberta. There are approximately 1,995,300[1] Albertans employed, of which about 364,000 are self-employed. Nationally, the unemployment rate remained unchanged at 8.4 % in both November and December 2009, although there was a slight increase of 10,400 unemployed persons. Increases in health care and social assistance employment were offset by declines in transportation, support services and public administration. Unemployment in Alberta decreased between 152,300 (November 2009) to 140,600 (December 2009), moving from 7.1% to 6.6%. There are approximately 414,300 Albertans covered by union agreements. Alberta's union coverage rate is 25.4% while nationwide the union coverage rate is 31.5%[2].

[1]Seasonally adjusted

[2] Statistics Canada Labour Force Survey (LFS)

Highlights

A Compulsary Arbitration Board (CAB) has been established involving the City of Calgary and the Fire Fighters Association, Local 255. Ratified agreements have been reached between Norquest College (Edmonton) and the Faculty Association, Grand Prairie Regional College and the Academic Staff Associaiton, and Portage College and AUPE.

Quarterly Public and Private Sector Settlement Trends in Alberta

Number of Employees Covered by Ratified Collective Bargaining Agreements												
Year	2008					2009					2010	
Quarter	1	2	3	4	Total	1	2	3	4	Total	1 *	Total
Public	27,573	11,087	29,535	28,373	96,568	5,039	9,263	1,350	291	15,943	30	30
Private	22,527	9,514	5,627	7,103	44,771	2,484	4,785	4,410	3,639	15,318	231	231
All	50,100	20,601	35,162	35,476	141,339	7,523	14,048	5,760	3,930	31,261	261	261
Average Annual Wage Change %												
Year	2008					2009					2010	
Quarter	1	2	3	4	Total	1	2	3	4	Total	1 *	Total
Public	2.0	4.0	4.2	4.4	3.6	2.8	2.7	0.2	2.3	2.5	1.6	1.6
Private	3.8	5.0	4.4	5.3	4.3	1.7	1.1	0.4	1.2	1.0	0.8	0.8
All	2.8	4.4	4.2	4.6	3.8	2.4	2.2	0.4	1.3	1.8	0.9	0.9

* year-to-date

Note:
Employee counts may change over the term of the Collective Bargaining Agreement (CBA). The number of employees covered by an agreement is based on the number of employees reported when a CBA is filed. Settlement data reflects the percent change in wages over the term of the agreement.

Wage change percentages are weighted. Details of the calculation methodology can be obtained from the Data Development and Evaluation Branch of Alberta Employment and Immigration by calling (780) 427-8531.

Wage Settlements In Alberta By Industry – 2008 to 2010 (February)

Time period of Settlement by Industry	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Accommodation And Food Services					
2010	0	0	0.0	0.0	0.0
2009	2	453	25.7	1.6	3.1
2008	6	632	36.7	4.3	15.6
Administrative And Support, Waste Management And Remediation Services					
2010	0	0	0.0	0.0	0.0
2009	4	337	34.4	2.0	6.1
2008	2	145	30.6	3.9	11.2
Agriculture, Forestry, Fishing And Hunting					
2010	0	0	0.0	0.0	0.0
2009	0	0	0.0	0.0	0.0
2008	0	0	0.0	0.0	0.0
Arts, Entertainment And Recreation					
2010	0	0	0.0	0.0	0.0
2009	8	540	30.9	1.3	3.2
2008	3	82	23.7	2.4	4.9
Construction					
2010	2	117	25.1	0.0	0.0
2009	22	7,338	24.3	1.0	1.8
2008	18	9,381	43.6	5.6	22.3
Educational Services					
2010	0	0	0.0	0.0	0.0
2009	14	2,066	30.8	0.4	1.2
2008	82	38,873	50.8	2.2	8.8
Finance And Insurance					
2010	0	0	0.0	0.0	0.0
2009	0	0	0.0	0.0	0.0
2008	2	9	36.0	5.7	18.0
Health Care And Social Assistance					
2010	1	30	15.0	1.6	2.0
2009	39	3,706	34.7	3.3	9.8
2008	53	58,923	38.3	4.6	15.2
Information And Cultural Industries					
2010	0	0	0.0	0.0	0.0
2009	4	1,327	24.7	3.5	7.3
2008	1	55	24.0	7.3	15.1
Management of Companies And Enterprises					
2010	0	0	0.0	0.0	0.0
2009	0	0	0.0	0.0	0.0
2008	0	0	0.0	0.0	0.0

Time period of Settlement by Industry	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change	
				Weighted Average Annual	Total Over Duration
Manufacturing					
2010	0	0	0.0	0.0	0.0
2009	16	1,684	33.3	1.4	4.2
2008	28	3,366	35.3	5.2	15.5
Mining And Oil And Gas Extraction					
2010	0	0	0.0	0.0	0.0
2009	2	558	50.0	2.2	10.5
2008	2	2,750	58.5	3.1	16.0
Other Services (except Public Administration)					
2010	0	0	0.0	0.0	0.0
2009	6	172	23.3	2.0	3.9
2008	9	291	25.5	4.7	10.5
Professional, Scientific And Technical Services					
2010	0	0	0.0	0.0	0.0
2009	0	0	0.0	0.0	0.0
2008	1	75	36.0	1.3	4.0
Public Administration					
2010	0	0	0.0	0.0	0.0
2009	31	9,048	26.5	2.5	5.9
2008	26	3,897	33.7	4.3	12.7
Real Estate And Rental And Leasing					
2010	0	0	0.0	0.0	0.0
2009	0	0	0.0	0.0	0.0
2008	2	40	29.7	7.6	20.3
Retail Trade					
2010	0	0	0.0	0.0	0.0
2009	3	3,130	50.1	0.0	0.1
2008	11	15,421	43.0	3.1	12.8
Transportation And Warehousing					
2010	1	114	37.0	1.6	5.1
2009	12	825	46.3	1.9	7.4
2008	16	1,137	36.5	6.6	21.4
Utilities					
2010	0	0	0.0	0.0	0.0
2009	2	77	26.0	2.2	4.9
2008	10	4,696	26.1	3.1	7.0
Wholesale Trade					
2010	0	0	0.0	0.0	0.0
2009	0	0	0.0	0.0	0.0
2008	6	1,566	36.0	5.7	21.2

Alberta Settlements

(Note: Settlements presented in this section are selected from those with 100 or more employees)

Employer	Union	No. of Employees	Duration (months)	Expiry Date	Terms
Public Administration					
City of Lethbridge	IAFF, Local 237	148	24	31-Dec-2010	1st year 0.5% 2nd year 5.5%
Academic					
Portage College	AUPE	150	24	30-Jun-2011	1st year 4.0% 2nd year wage reopener
Edmonton Separate School District	CEP, Local 52A	800	24	31-Aug-2011	1st year AWEA 2nd year AWEA
Grande Prairie Regional College	Academic Staff Association	240	36	14-Aug-2012	1st year grid adjustments 2nd year wage reopener 3rd year wage reopener
Norquest College	Faculty Association	325	12	30-Jun-2010	1st year wage adjustments
Construction					
Flint	CLAC, Local 63	2400	18	30-Jun-2011	1st year 2.0% 01-Sept-2010 wage reopener
Kiewit Construction	CLAC, Local 63	100	27	15-Feb-2012	Wage Reopeners: May and Oct 2010 and every 4 months thereafter as necessary
Ledcor Instructial – General Construction Trades	CLAC, Local 63	700	32	28-Jul-2012	1st year 2.0% 2nd year wage reopener 3rd year wage reopener
Manufacturing					
Building Products Corp. (Edmonton)	CEP	151	36	14-May-2012	1st year 1.5% 2nd year 1.5% 3rd year 1.5%
Transportation					
First Truck Centre	CLAC, Local 56	100	24	31-Oct-2011	1st year 2.0% 2nd year 2.0%
First Canada ULC	IUOE, Local 955	114	37	31-Jul-2012	1st year 3.0 2nd year 2.5%* 3rd year 2.5%* *Or CPI whichever is greater

Major Negotiations Underway

Employer	Union	No. of Employees	Expiry Date	Details
Public Sector				
Parkland Community Living	AUPE	460	First Agreement	Negotiations continue.
Good Samaritan Society	AUPE	120	30-Jun-09	Negotiations continue.
Red Deer College	Support Staff Association	250	30-Jun-09	Negotiations continue.
Olds College	Faculty Association	100	30-Jun-09	In Arbitration.
Keyano College	Faculty Association	130	30-Jun-09	Negotiations continue.
NAIT	AUPE	750	30-Jun-07	In Arbitration
Norquest College	AUPE	230	30-Jun-09	Memorandum of Agreement.
Red Deer College	CUPE, Local 417	700	31-Dec-09	Negotiations continue.
Fort McMurray Separate School Division	Support Staff Association	160	31-Aug-08	Negotiations continue.
Fort McMurray Public School District	CUPE, Local 2833	287	31-Aug-09	Negotiations continue
Elk Island Separate Regional School Division	CEP, Local 71	500	31-Aug-09	Negotiations continue
Livingstone Range Public School Division	CUPE, Local 2133	100	31-Aug-09	Negotiations continue
City of Edmonton	Police Association	1,450	24-Dec-08	In Arbitration.
City of Calgary	Fire Fighters Association, Local 255	1,200	31-Dec-08	In Arbitration.
ATB Financial	AUPE	1,890	31-Mar-09	Negotiations continue
Alberta Research Council	AUPE	255	31-Mar-09	Negotiations continue.
Special Areas Board	AUPE	200	31-Dec-09	Negotiations continue.
Revera Long Term Care Centre	CUPE, Local 8	160	30-Jun-09	Negotiations continue.
Private Sector				
Hinton Wood Products	CEP, Local 855	636	31-May-08	Negotiations continue.
Canada Safeway – Lucerne Foods Meat Plant (Calgary)	UFCW, Local 401	500	31-Aug-08	Negotiations continue.
Waste Management Canada Corp. (Calgary)	CAW, Local 4050	240	31-Oct-09	Negotiations continue.
Richardson Oilseed Ltd. (Lethbridge)	UFCW, Local 401	165	31-Aug-09	Negotiations continue.
Oilsands Transportation Ltd. – Coach Division	Teamsters, Local 362	300	31-Dec-09	Negotiations continue.
New Food Classics	UFCW, Local 401	164	30-Nov-08	Negotiations continue.

Recent Settlements in Other Jurisdictions

Employer	Union	No. of Employees	Duration	Expiry Date
Public Sector				
Ontario				
Ontario Power Generation Inc.	CUPE, Local 1000	7,705	36	31-Mar-2012
Terms: 1st year 3.0%, 2nd year 3.0%, 3rd year 3.0%				
Source: Ontario Ministry of Labour, *Collective Bargaining Highlights*, April 2009				
City of Ottawa	Professional Firefighters Association	926	36	31-Dec-2011
Terms: 1st year 3.2%, 2nd year 3.25%, 3rd year same percentage as Ottawa police constables				
Source: Ontario Ministry of Labour, *Collective Bargaining Highlights*, April 2009				
Perley Rideau Veterans' Health Centre (Ottawa)	CUPE, Local 870	500	36	28-Sept-2009
Terms: 1st year 2.75%, 2nd year 3.0%, 3rd year 2.6%				
Source: Ontario Ministry of Labour, *Collective Bargaining Highlights*, April 2009				
Durham Regional Police Services Board	Police Association	1,372 (973 police officers)	24	31-Dec-2009
Terms: 1st year 3.13%, 2nd year 3.02%				
Source: Ontario Ministry of Labour, *Collective Bargaining Highlights*, May 2009				
Newfoundland and Labrador				
Government of Newfoundland and Labrador	Newfoundland and Labrador Nurses' Union	5,200	48	30-Jun-2012
Terms: 1st year 8.0%, 2nd year 4.0%, 3rd year 4.0%, 4th year 4.0%				
Source: thepacket.ca, *"Nurses Ratify Collective Agreement"*, June 17, 2009				
Private Sector				
British Columbia				
B.C. Maritime Employers' Association	Foremen, International Longshore and Warehouse Union – Ship and Dock, Local 118	1,101	36	31-Mar-2010
Terms: 1st year $1.53/ hr, 2nd year $1.60/hr, 3rd year $1.60/hr				
Source Business Council of British Columbia, *"Industrial Relations Bulletin"*, October, 16, 2009				
Fortis B.C.	IBEW	282	48	31-Jan-2013
Terms: 1st year 3.0%, 2nd year 3.0%, 3rd year 4.0%, 4th year 5.0%				
Source: Business Council of British Columbia, *Industrial Relations Bulletin"*, October 16, 2009				
Fraser Wharves Ltd.	Teamsters, Local 213	140	48	31-Jan-2013
Terms: 1st year 0.0%, 2nd year 1.5%, 3rd year 1.5%, 4th year 1.5%				
Source: Business Council of British Columbia, *Industrial Relations Bulletin"*, October 16, 2009				
The Bay (Victoria)	UFCW, Local 1518	250	48	31-Jan-2012
Terms: 1st year about 1.5%, 2nd year about 1.5%, 3rd year about 1.25%, 4th year about 1.25%				
Source: Business Council of British Columbia, *Industrial Relations Bulletin"*, November 16, 2009				
Nova Scotia				
Halifax Employers' Association	International Longshoremen's Association	470	36	31-Jan-2012
Terms: 1st year 0.0%, 2nd year 3.75%, 3rd year 3.75%				
Source: ACD News, *"Halifax Longshoremen Reach New Deal"*, March 19, 2099				
Canada				
Jazz Air	CAW	920	48	31-Jan-2012
Terms: 1st year 2.0%, 2nd year 2.0%, 3rd year 2.0%, 4th year 2.0%				
Source: CAW, News Release, *"Jazz Air Technical Services Ratify New Agreement, Avoiding Strike"*, September 12, 2009				

Recent Labour Relations Developments in Other Jurisdictions

Manitoba

The Manitoba Labour Relations Board has agreed to a request by the Steelworkers Local 3-1375, representing about 265 of the workers at the Tembec's paper mill in Pine Falls, to appoint an arbitrator to settle the dispute between the parties. The Board's decision ended a four-and-a-half month lockout, but Tembec has no intentions of reopening the mill. The decision, though, may prompt Tembec to issue layoff notices, which will allow the workers to apply for employment insurance benefits. Tembec had announced during the lockout that the paper mill was for sale. There are three potential buyers, a former Tembec vice-president, the mill employees, and the nearby Sagkeeng First Nation., but none have made a solid offer. The future of the paper industry is not strong, due mainly to declining demand. During collective bargaining negotiations in the fall of 1999, Tembec had proposed a 35 per cent reduction in wages and benefits.

Source: Winnipeg Free Press, Larry Kusch, "Lockout Over: Three Potential Buyers Emerge for Tembec's Pine Falls Mill", January 15, 2010.

Ontario

USW, representing about 2,900 Vale Inco workers in Sudbury and 116 in Port Colborne, has filed a bargaining in bad faith application against the company with the Ontario Labour Relations Board. The submission on January 13, 2009 marked the six month anniversary of the strike by USW employees. The application includes a demand that the company meet with the union with the assistance of a mediator. It also asks that Vale compensate for lost wages, benefits, and seniority if the Board rules that bargaining in bad faith occurred. Premier McGinty has apparently indicated that the provincial government will do what it can to help resolve the dispute.

Source: www.Northernlife.com , Heidi Ulrichsen, "*Union says Vale Inco Bargaining in Bad Faith*", January 15, 2010.

Local 446 of the Carpenters has been merged into Local 2486, effective January 1, 2010. Local 2486 serves much of Northern Ontario, and is based in Sudbury. Local 446 has served the Sault Ste. Marie and Algoma District for 92 years. The International office, on the recommendation of the Greater Ontario Regional Council of Carpenters and Drywall and Allied Workers, rescinded the Local 446 Charter in March 2009 and the decision was upheld by the Ontario Labour Relations Board. The International implemented a policy more than a decade ago of merging small locals into larger ones, and creating regional councils. Local 446, which had 80 members, unanimously rejected the merger decision at a special membership meeting in early 2009. The Regional Council claimed that a larger local would enhance Local 446 opportunities while achieving cost savings that would allow for greater resources to be devoted to organizing and training. Sault Ste. Marie will retain an office, a business manager and a training centre, but all administrative and financial matters will be handled in Sudbury. Three other Sault Ste. Marie - based unions, the electrical workers, sheet metal workers, and painters have previously merged with their Sudbury local.

Source: www.saultstar.com , Dan Bellerose, "*Carpenters Local in Sault Forced to Merge with Sudbury, North Bay and Timmins*", January 15, 2010.

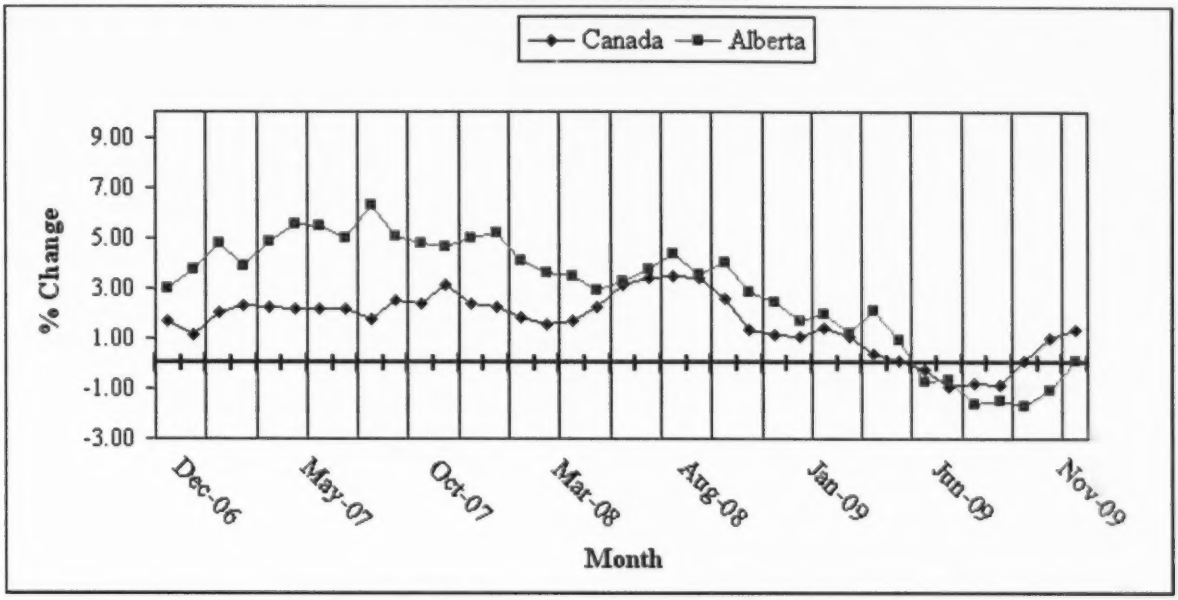
About 9,000 instructors at Ontario community colleges, represented by the Ontario Public Service Employees Union, voted 57 percent in favour of the strike action on January 13, 2010. The colleges are represented by the College Compensation and Appointments Council. Bargaining broke off on December 15, 2009, primarily over compensation, work load, and control over decision-making. The Council has offered an 8 per cent increase over four years, while the instructors would like 8 per cent over three years. The parties are expected to resume bargaining. Strike action in Ontario, if it occurs, is not expected for at least a month. Workload was a major issue when college teachers went on strike for three weeks in 2006.

Source: www.Brantfordexpositor.ca , Michelle Ruby, "*Sides hope to avoid college strike*", January 15, 2010.

Consumer Price Index (CPI), Canada versus Alberta

Year over Year % Change (Monthly in CPI: Canada & Alberta (2002=100)

December 2006 to December 2009



Consumer Price Index (2002=100): Canada, Alberta, Edmonton & Calgary, 2006 to 2010

	Canada		Alberta		Edmonton		Calgary	
Year	CPI (2002=100)	Yr. Over Yr. % Change (Annual)	CPI (2002=100)	Yr. Over Yr. % Change (Annual)	CPI (2002=100)	Yr. Over Yr. % Change (Annual)	CPI (2002=100)	Yr. Over Yr. % Change (Annual)
2006	109.12	2.00	112.34	3.88	112.01	3.12	111.92	4.56
2007	111.51	2.19	117.93	4.97	117.48	4.88	118.02	5.45
2008	114.11	2.33	121.63	3.14	121.39	3.33	121.79	3.20
Month (2007/2008)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)
Dec-08	113.3	1.16	121.2	1.93	121.0	2.02	121.8	2.35
Jan-09	113.0	1.07	120.2	1.18	120.2	1.43	120.7	1.51
Feb-09	113.8	1.43	121.5	2.10	121.5	2.36	121.9	2.35
Mar-09	114.0	1.06	120.9	0.92	120.9	1.17	121.3	1.08
Apr-09	113.9	0.35	120.4	-0.74	120.5	-0.58	120.8	-0.33
May-09	114.7	0.09	121.4	-0.65	121.6	-0.25	121.5	-0.65
Jun-09	115.1	-0.26	122.0	-1.61	122.2	-1.21	122.1	-1.45
Jul-09	114.7	-0.95	121.5	-1.46	121.8	-1.46	121.6	-1.14
Aug-09	114.7	-0.78	122.0	-1.69	122.1	-1.21	122.1	-1.85
Sep-09	114.7	-0.86	121.5	-1.06	122.1	-0.16	122.1	-0.81
Oct-09	114.7	0.09	121.6	0.08	121.8	0.41	121.9	0.08
Nov-09	115.2	0.96	122.6	0.82	122.7	1.07	122.7	0.57
Dec-09	116.2	1.32	123.6	0.58	123.7	0.83	123.7	0.25

Year over Year % Change (Annual) - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

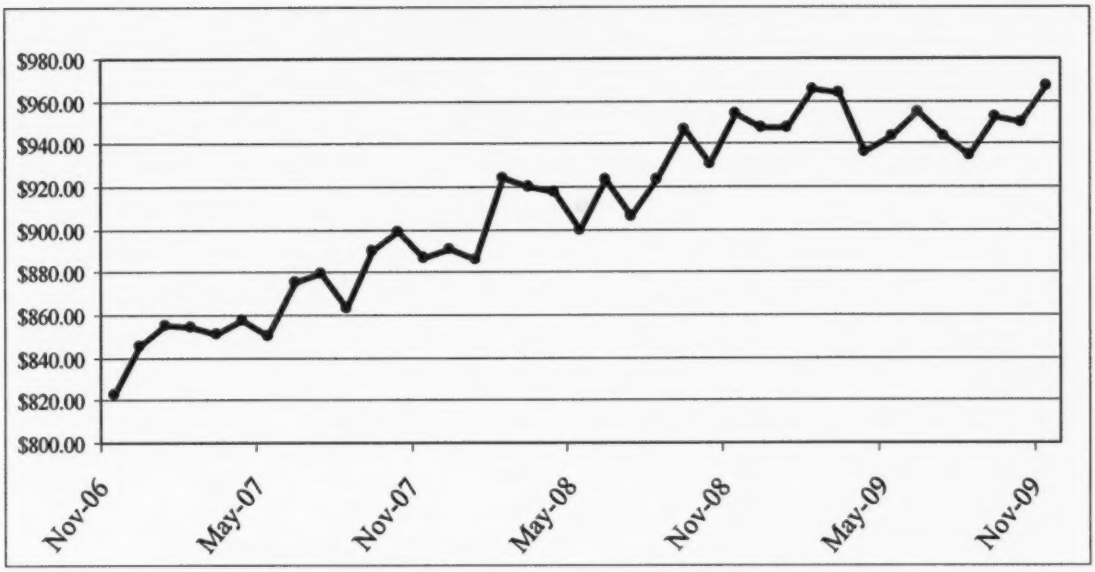
Year over Year % Change (Monthly) - (Current month CPI - Same month previous year CPI) / Same month previous year CPI x 100

Source: Statistics Canada Consumer Price Index

Average Weekly Earnings Alberta (AWEA)

Year over Year Change (Monthly in AWEA*)

November 2006 to November 2009



Monthly AWEA		
		Yr. Over Yr. % Change (Monthly)
Nov-08	$954.05	7.56
Dec-08	$947.61	6.33
Jan-09	$947.96	7.02
Feb-09	$965.26	4.46
Mar-09	$964.08	4.82
Apr-09	$936.30	2.07
May-09	$943.78	4.91
Jun-09	$954.57	3.41
Jul-09	$943.38	4.07
Aug-09	$934.48	1.19
Sep-09	$952.64	0.63
Oct-09	$949.74	2.04
Nov-09	$967.00	1.36

Yearly AWEA		
		Yr. Over Yr. % Change (Annual)
2004	$741.06	3.32
2005	$783.90	5.78
2006	$823.35	5.03
2007	$871.06	5.79
2008	$923.21	5.99
2009**	$950.84	2.99

**Year to date.

Year over Year % Change (Annual) - (Ave. of current year AWEA - Ave. of previous year AWEA) / Ave. of previous year AWEA x 100

Year over Year % Change (Monthly) - (Current month AWEA - Same month previous year AAWE)/Same month previous year AWEA x 100

Source: Statistics Canada, table 281-0026

Employer Name Listing

CLR – Construction Labour Relations

GPC – General Presidents' Maintenance Committee for Canada

Union Name Listing

ACTRA - Alliance of Canadian Cinema, Television and Radio Artists
ATA – Alberta Teachers' Association
ATU – Amalgamated Transit Union
AUPE – Alberta Union of Provincial Employees
AWIU – International Association of Heat and Frost Insulators and Allied Workers
Bakery Workers – Bakery, Confectionery and Tobacco Workers International Union
Boilermakers – International Brotherhood of Boilermakers, Ironship Builders, Blacksmiths, Forgers, and Helpers
Bricklayers – International Union of Bricklayers and Allied Craftsworkers
CAAMSE – Central Alberta Association of Municipal School Employees Union
Carpenters – United Brotherhood of Carpenters and Joiners of America
CAW – Canada National Automobile, Aerospace, Transportation and General Workers Union of Canada
CEP - Communications, Energy and Paperworkers Union
CISIW – Canadian Iron, Steel and Industrial Workers
CLAC – Christian Labour Association of Canada
Communications Workers – Communications Workers of North America
COPE – Canadian Office and Professional Employees Union
CSU 52 – Civic Service Union 52
CUPE – Canadian Union of Public Employees
CWA-SCA – Media and Communications Workers of America (Canada)
Elevator Constructors – International Union of Elevators Constructors
GCIU – Graphics Communications International Union
Glass, Molders, Pottery, Plastics – Glass, Molders, Pottery, Plastics and Allied Workers International Union
Glass Workers – Aluminum, Brick and Glass Workers International Union
HERE – Hotel Employees and Restaurant Employees International Union
HSAA – Health Sciences Association of Alberta
IAFF – International Association of Firefighters
IATSE – International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada
IBEW – International Brotherhood of Electrical Workers
Iron Workers – International Association of Bridge, Structural and Ornamental Iron Workers
IUOE – International Union of Operating Engineers
Labourers – Labourers' International Union of North America
Machinists – International Association of Machinists and Aerospace Workers
Millwrights – Millwrights, Machinery, Erectors and Maintenance Union
Mine Workers – United Mine Workers of America
Musicians – American Federation of Musicians of the United States and Canada
NASA – Non-Academic Staff Association
Painters – International Brotherhood of Painters and Allied Trades
Plasterers/Cement Masons – Operative Plasterers and Cement Masons International Association of the United States and Canada
Plumbers – The United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada
PPWC – Pulp, Paper and Woodworkers of Canada
PSAC – Public Service Alliance of Canada
SEIU – Service Employees International Union
Sheet Metal Workers – Sheet Metal Workers International Association
Teamsters – International Brotherhood of Teamsters
TWU – Telecommunications Workers Union
UFCW – United Food and Commercial Workers
UNA – United Nurses of Alberta
UNITE HERE – Union of Needletrades, Industrial and Textile Employees and Hotel Employees and Restaurant Employees
USW – United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union
UUWA – United Utility Workers Association

Please note that industry associations may not appear in the above listing.